

News

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HIGHLIGHTS OF PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD NATIONAL COMPENSATION SURVEY DECEMBER 2003

Workers in the Philadelphia metropolitan area averaged \$21.56 per hour during December 2003, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Sheila Watkins reported that white-collar workers averaged \$26.09 per hour and accounted for 57 percent of the workers in the area. Blue-collar employees averaged \$17.77 per hour and represented 21 percent of the workforce, while the remaining 22 percent worked in service occupations and earned \$12.98 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 708 firms representing 1,387,400 workers in the Philadelphia-Wilmington-Atlantic City metropolitan area, which includes Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties in Pennsylvania; Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, and Salem Counties in New Jersey; New Castle County in Delaware; and Cecil County in Maryland. Eighty-one percent of those represented worked in private industry.

In the Philadelphia metropolitan area, average hourly wages were published for 111 detailed occupations. (See table 1.) Among white-collar workers, computer systems analysts and scientists averaged \$33.81 per hour; registered nurses, \$29.39; and secretaries, \$17.94. Blue-collar occupations included electricians earning \$20.93 per hour, truck drivers at \$17.42, and stock handlers and baggers at \$11.07. In the service occupations, correctional institution officers averaged \$18.99 per hour; janitors and cleaners, \$11.83; and nursing aides, orderlies and attendants, \$11.49.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Philadelphia area averaged \$22.59 per hour and part-timers earned \$12.20. Union workers in blue-collar jobs averaged \$19.31 per hour, while their nonunion counterparts made \$15.84. Private industry workers at establishments employing 50-99 workers averaged \$18.51 per hour and those in establishments with 500 or more employees earned \$24.18.

The NCS is part of a statistical program that has integrated three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD National Compensation Survey December 2003 (Bulletin 3125-09). While supplies last, single copies of the bulletin are available from the Philadelphia Information Office by calling (215) 597-3282. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Philadelphia by dialing (215) 597-4153 and requesting documents 9790, 9791, 9792, 9793, and 9794.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Philadelphia Information Office at (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 to 3:30 p.m. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$21.56	2.4	\$20.79	3.1	\$25.01	2.2
All excluding sales	21.88	2.4	21.12	3.2	25.06	2.1
White collar	26.09	2.5	25.44	3.2	29.03	2.2
White collar excluding sales	27.30	2.3	26.83	3.0	29.15	2.2
Professional specialty and technical	31.69	2.5	30.29	3.3	35.81	3.1
Professional specialty	33.13	3.1	31.58	4.3	36.80	2.1
Engineers, architects, and surveyors	38.16	2.4	39.22	2.3	—	—
Electrical and electronic engineers	38.26	2.0	38.26	2.0	—	—
Mechanical engineers	33.58	4.0	33.58	4.0	—	—
Engineers, n.e.c.	40.50	8.4	40.50	8.4	—	—
Mathematical and computer scientists	34.57	5.4	34.57	5.4	—	—
Computer systems analysts and scientists	33.81	6.0	33.81	6.0	—	—
Operations and systems researchers and analysts	39.39	21.3	39.39	21.3	—	—
Natural scientists	35.67	12.0	36.07	13.0	—	—
Chemists, except biochemists	38.77	16.7	38.77	16.7	—	—
Biological and life scientists	36.69	10.5	36.83	12.5	—	—
Health related	32.57	4.9	32.33	5.0	36.03	16.9
Physicians	50.78	15.1	52.57	14.7	—	—
Registered nurses	29.39	2.2	29.00	1.5	34.58	14.4
Pharmacists	34.30	4.8	34.30	4.8	—	—
Respiratory therapists	25.20	3.7	25.20	3.7	—	—
Teachers, college and university	45.50	7.5	45.37	11.7	45.70	6.4
Other post-secondary teachers	40.54	5.8	—	—	45.70	4.7
Teachers, except college and university	35.68	6.2	—	—	39.67	1.7
Elementary school teachers	34.75	10.9	—	—	39.75	.8
Secondary school teachers	42.21	4.9	—	—	42.41	5.2
Teachers, special education	35.64	5.8	—	—	36.90	5.7
Teachers, n.e.c.	37.31	13.2	18.59	23.8	40.25	6.7
Vocational and educational counselors	30.93	28.4	—	—	40.13	25.2
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	29.33	14.5	—	—	—	—
Psychologists	29.49	18.5	—	—	—	—
Social, recreation, and religious workers	19.70	4.3	17.15	4.2	22.89	4.9
Social workers	19.51	6.2	16.90	4.0	23.33	6.2
Lawyers and judges	46.00	26.8	51.60	30.5	—	—
Lawyers	46.00	26.8	51.60	30.5	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.28	6.2	22.14	7.1	—	—
Technical	25.74	4.9	26.24	5.3	19.73	4.4
Clinical laboratory technologists and technicians	16.57	2.6	16.57	2.6	—	—
Radiological technicians	30.40	.6	30.40	.6	—	—
Licensed practical nurses	20.91	2.1	21.03	2.2	—	—
Health technologists and technicians, n.e.c.	17.79	5.3	17.91	5.4	—	—
Electrical and electronic technicians	23.76	6.8	23.76	6.8	—	—
Engineering technicians, n.e.c.	23.32	8.8	24.06	10.9	—	—
Chemical technicians	19.94	9.7	19.94	9.7	—	—
Computer programmers	27.97	11.1	—	—	—	—
Technical and related, n.e.c.	17.44	14.8	—	—	—	—
Executive, administrative, and managerial	34.72	6.1	35.26	6.7	30.79	7.0
Executives, administrators, and managers	41.63	6.7	42.76	7.4	34.41	6.5
Administrators and officials, public administration	30.13	6.7	—	—	30.13	6.7
Financial managers	45.98	10.9	46.07	11.4	—	—
Managers, marketing, advertising, and public relations	47.29	11.3	47.52	11.5	—	—
Administrators, education and related fields	36.06	12.0	27.94	27.4	38.90	11.7
Managers, medicine and health	36.16	8.2	36.46	9.4	—	—
Managers, food servicing and lodging establishments	28.96	12.3	—	—	—	—
Managers, service organizations, n.e.c.	26.40	6.8	—	—	—	—
Managers and administrators, n.e.c.	44.74	11.7	44.74	11.7	—	—
Management related	26.38	6.2	26.53	6.9	25.03	3.1
Accountants and auditors	29.36	7.3	30.13	7.5	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar –Continued						
Executive, administrative, and managerial –Continued						
Management related –Continued						
Other financial officers	\$31.74	3.2	\$31.74	3.2	–	–
Management analysts	34.33	13.3	34.80	15.5	–	–
Personnel, training, and labor relations specialists	24.29	12.5	23.67	13.2	–	–
Purchasing agents and buyers, n.e.c.	25.44	13.5	25.44	13.5	–	–
Management related, n.e.c.	21.50	18.6	21.68	20.2	–	–
Sales	17.05	7.0	17.10	7.0	–	–
Supervisors, sales	23.12	3.5	23.12	3.5	–	–
Sales workers, motor vehicles and boats	21.82	1.3	21.82	1.3	–	–
Sales workers, apparel	8.56	.0	8.56	.0	–	–
Sales workers, other commodities	15.32	17.6	15.32	17.6	–	–
Cashiers	10.57	3.0	10.47	3.0	–	–
Administrative support, including clerical	15.60	1.9	15.64	2.3	\$15.40	1.0
Supervisors, financial records processing	24.30	11.1	24.30	11.1	–	–
Computer operators	16.15	2.9	16.26	3.1	–	–
Secretaries	17.94	3.6	17.70	3.7	18.71	8.9
Typists	16.65	12.1	–	–	14.43	1.9
Hotel clerks	10.84	6.6	10.84	6.6	–	–
Receptionists	12.08	9.6	12.06	10.0	–	–
Order clerks	20.79	8.2	20.79	8.2	–	–
Library clerks	14.03	11.0	–	–	14.17	11.6
Records clerks, n.e.c.	15.47	7.9	15.71	9.7	–	–
Bookkeepers, accounting and auditing clerks	14.54	4.0	14.42	4.2	–	–
Telephone operators	14.45	14.6	14.42	17.9	–	–
Mail clerks, except postal service	11.85	4.2	11.47	3.9	–	–
Traffic, shipping and receiving clerks	14.37	5.8	14.37	5.8	–	–
Stock and inventory clerks	13.79	6.9	13.85	7.2	–	–
Investigators and adjusters, except insurance	15.67	3.5	15.67	3.5	–	–
General office clerks	14.64	5.1	13.89	7.4	16.13	6.4
Data entry keyers	13.98	8.7	13.98	8.7	–	–
Statistical clerks	17.37	15.2	17.37	15.2	–	–
Teachers' aides	12.00	6.8	–	–	12.00	7.1
Administrative support, n.e.c.	14.47	6.8	13.67	8.4	15.85	6.4
Blue collar	17.77	2.6	17.66	2.9	18.80	1.5
Precision production, craft, and repair	21.92	3.3	22.09	3.8	20.74	1.1
Automobile mechanics	20.39	5.4	–	–	–	–
Industrial machinery repairers	21.68	5.8	21.68	5.8	–	–
Electronic repairers, communications and industrial equipment	21.53	11.8	21.53	11.8	–	–
Mechanics and repairers, n.e.c.	18.96	3.6	18.91	4.6	–	–
Electricians	20.93	6.1	21.18	7.2	–	–
Plumbers, pipefitters and steamfitters	28.54	10.2	30.27	8.1	–	–
Supervisors, production	24.99	10.5	24.99	10.5	–	–
Machinists	20.07	3.8	–	–	–	–
Electrical and electronic equipment assemblers ..	13.63	22.4	13.63	22.4	–	–
Machine operators, assemblers, and inspectors	15.72	5.9	15.71	5.9	–	–
Textile sewing machine operators	9.20	6.3	9.20	6.3	–	–
Mixing and blending machine operators	20.01	13.9	20.01	13.9	–	–
Miscellaneous machine operators, n.e.c.	16.47	5.2	16.47	5.2	–	–
Assemblers	18.95	2.4	18.95	2.4	–	–
Transportation and material moving	16.92	5.3	16.80	6.1	17.71	3.6
Truck drivers	17.42	4.4	17.64	4.3	–	–
Bus drivers	–	–	–	–	18.00	2.8
Handlers, equipment cleaners, helpers, and laborers	14.28	5.7	13.86	6.6	17.01	4.1

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Groundskeepers and gardeners, except farm	\$13.19	11.0	\$11.87	10.7	—	—
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	19.41	9.6	—	—	—	—
Construction laborers	19.10	10.8	—	—	—	—
Stock handlers and baggers	11.07	16.3	11.07	16.4	—	—
Freight, stock, and material handlers, n.e.c.	16.00	6.4	16.00	6.4	—	—
Hand packers and packagers	10.68	8.8	10.68	8.8	—	—
Laborers, except construction, n.e.c.	14.39	12.1	12.85	16.7	—	—
Service	12.98	2.8	10.56	3.0	\$19.82	3.6
Protective service	19.49	6.7	10.84	5.6	23.81	4.5
Supervisors, police and detectives	30.70	3.3	—	—	30.70	3.3
Supervisors, guards	26.76	8.3	—	—	—	—
Police and detectives, public service	24.66	2.5	—	—	24.99	2.6
Correctional institution officers	18.99	5.4	—	—	18.99	5.4
Guards and police, except public service	11.14	4.4	10.69	2.5	—	—
Food service	9.00	3.2	8.68	2.7	12.28	3.1
Waiters, waitresses, and bartenders	6.66	9.3	6.66	9.3	—	—
Bartenders	6.69	22.5	6.69	22.5	—	—
Waiters and waitresses	5.68	14.6	5.68	14.6	—	—
Waiters'/Waitresses' assistants	8.26	9.9	8.26	9.9	—	—
Other food service	10.27	1.4	9.95	1.4	12.28	3.1
Supervisors, food preparation and service	16.85	8.0	16.87	8.2	—	—
Cooks	11.64	3.8	11.38	3.7	—	—
Food counter, fountain, and related	8.98	2.5	8.74	3.4	—	—
Kitchen workers, food preparation	11.22	7.0	10.74	8.6	—	—
Food preparation, n.e.c.	8.76	3.3	8.20	1.9	12.04	6.0
Health service	11.66	5.3	10.87	3.5	15.90	7.6
Health aides, except nursing	12.08	8.3	11.31	4.5	—	—
Nursing aides, orderlies and attendants	11.49	5.1	10.65	2.3	15.65	8.5
Cleaning and building service	11.76	4.3	10.90	4.6	14.36	2.1
Maids and housemen	10.30	2.7	10.30	2.7	—	—
Janitors and cleaners	11.83	5.7	10.56	5.0	14.35	2.1
Personal service	13.38	5.1	13.39	5.4	13.23	9.2
Supervisors, personal service	19.36	7.3	19.36	7.3	—	—
Attendants, amusement, and recreation facilities	8.13	6.2	8.13	6.2	—	—
Welfare service aides	11.92	12.6	—	—	—	—
Service, n.e.c.	10.12	6.1	9.87	6.6	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$22.59	\$12.20	\$21.72	\$21.48	\$21.53	\$22.17
All excluding sales	22.80	12.83	21.96	21.84	21.92	20.16
White collar	26.97	15.63	28.41	25.53	26.10	25.92
White-collar excluding sales	27.83	19.05	29.66	26.70	27.25	33.06
Professional specialty and technical	31.97	26.66	36.95	29.74	31.66	–
Professional specialty	33.43	27.90	35.75	32.02	33.08	–
Technical	25.99	20.41	46.26	21.87	25.77	–
Executive, administrative, and managerial	34.85	–	27.53	35.09	34.67	36.71
Sales	19.37	8.46	12.15	17.71	14.00	24.15
Administrative support, including clerical	15.99	12.00	16.44	15.36	15.61	–
Blue collar	18.24	11.87	19.31	15.84	17.85	16.58
Precision production, craft, and repair	21.90	–	22.72	20.74	22.05	17.88
Machine operators, assemblers, and inspectors	15.76	–	16.70	14.52	15.99	12.31
Transportation and material moving	17.65	–	19.40	14.50	16.65	–
Handlers, equipment cleaners, helpers, and laborers	15.03	9.72	16.20	11.75	14.28	–
Service	14.05	8.43	16.70	10.12	13.01	–
	Relative error ⁶ (percent)					
All occupations	2.4	3.2	2.0	3.3	2.3	10.1
All excluding sales	2.5	3.4	2.0	3.3	2.3	19.9
White collar	2.4	4.2	2.5	3.3	2.5	10.7
White-collar excluding sales	2.3	4.6	2.5	3.1	2.3	21.6
Professional specialty and technical	2.6	4.4	3.1	3.4	2.5	–
Professional specialty	3.2	4.6	2.3	4.3	3.1	–
Technical	5.1	7.1	19.0	4.0	4.9	–
Executive, administrative, and managerial	6.1	–	8.7	6.3	6.2	22.8
Sales	7.2	4.1	7.7	8.0	6.6	10.8
Administrative support, including clerical	2.0	3.6	5.2	2.3	1.8	–
Blue collar	2.7	10.1	3.0	3.6	2.1	20.8
Precision production, craft, and repair	3.3	–	3.4	5.5	3.3	11.2
Machine operators, assemblers, and inspectors	5.7	–	10.5	2.3	4.7	16.7
Transportation and material moving	5.0	–	4.7	3.1	4.7	–
Handlers, equipment cleaners, helpers, and laborers	5.6	12.6	5.3	5.6	5.8	–
Service	3.3	1.5	3.3	2.6	2.6	–

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 3. Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD, December 2003

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
Mean					
All occupations	\$20.79	\$18.51	\$21.30	\$18.57	\$24.18
All excluding sales	21.12	18.20	21.78	18.96	24.49
White collar	25.44	24.11	25.65	22.20	28.66
White-collar excluding sales	26.83	24.34	27.23	24.12	29.44
Professional specialty and technical	30.29	26.17	30.83	26.86	32.60
Professional specialty	31.58	26.00	32.37	28.64	33.94
Technical	26.24	26.92	26.17	22.20	28.24
Executive, administrative, and managerial	35.26	33.56	35.65	34.36	36.69
Sales	17.10	22.83	16.13	15.85	17.00
Administrative support, including clerical	15.64	12.48	16.13	15.99	16.31
Blue collar	17.66	17.19	17.83	16.54	20.78
Precision production, craft, and repair	22.09	20.42	22.73	21.71	23.90
Machine operators, assemblers, and inspectors	15.71	15.83	15.69	13.86	18.57
Transportation and material moving	16.80	16.45	16.99	17.15	15.14
Handlers, equipment cleaners, helpers, and laborers	13.86	14.13	13.76	13.42	15.63
Service	10.56	8.39	11.08	9.99	11.99
Relative error ⁴ (percent)					
All occupations	3.1	6.2	3.5	4.7	3.7
All excluding sales	3.2	5.2	3.5	4.9	3.8
White collar	3.2	7.7	3.6	5.2	3.4
White-collar excluding sales	3.0	6.6	3.2	4.9	3.5
Professional specialty and technical	3.3	9.3	3.6	7.6	2.9
Professional specialty	4.3	12.1	4.7	10.8	3.6
Technical	5.3	22.7	5.2	4.5	7.4
Executive, administrative, and managerial	6.7	9.5	6.9	12.7	3.9
Sales	7.0	22.3	6.0	7.7	5.4
Administrative support, including clerical	2.3	2.6	2.6	5.0	2.5
Blue collar	2.9	6.9	3.9	6.1	4.0
Precision production, craft, and repair	3.8	7.0	5.0	9.1	4.1
Machine operators, assemblers, and inspectors	5.9	15.1	5.0	7.8	3.8
Transportation and material moving	6.1	6.2	9.1	10.0	14.7
Handlers, equipment cleaners, helpers, and laborers	6.6	13.5	6.3	8.3	9.9
Service	3.0	8.9	2.6	3.8	2.5

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.